

Message Text

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SUBJECT: GENERAL REVIEW OF COORDINATED ORGANIZATIONS (CO)
SALARIES

REF: (A) USOECD 9907; (B) USNATO 1982; (C) USEOCD 10682;
(D) CSG(77)1

1. IN DEPARTMENT'S VIEW, THERE IS NO RPT NO BASIS AT
PRESENT TO DEVIATE FROM FORMULA ESTABLISHED BY 133RD REPORT
IN CURRENT CO GENERAL SALARY REVIEW. WE DO NOT BELIEVE
THAT EXCEPTIONAL CIRCUMSTANCES, WHICH MIGHT JUSTIFY COUNCILS
CONSIDERATION OF SECRETARIES GENERAL PROPOSALS, PRESENTLY
EXIST. THE ARGUMENTS PRESENTED BY SECRETARIES GENERAL FOR
EXCEPTIONAL TREATMENT ARE BASICALLY THOSE PUT FORWARD AND
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REJECTED DURING COUNCILS' CONSIDERATION OF 133RD REPORT.
CONSEQUENTLY, WE COULD NOT RPT NOT SUPPORT NAC OR OECD
COUNCIL FINDING THAT EXCEPTIONAL CIRCUMSTANCES EXIST ON
BASIS OF EVIDENCE OFFERED TO DATE BY SECRETARIES GENERAL.

2. AS FAR AS US NATIONALS ARE CONCERNED, WE HAVE HAD FEW,
IF ANY, DIFFICULTIES IN COMING UP WITH QUALIFIED CANDIDATES

FOR A GRADE SECRETARIAT POSITIONS. PRESENT SALARY LEVELS ARE NOT RPT NOT A BAR TO RECRUITMENT OF US NATIONALS. WHILE SITUATION MIGHT BE DIFFERENT FOR FRG AND SWISS NATIONALS,

WE ARE UNAWARE THAT THIS IS MATTER OF CONCERN TO EITHER GERMAN OR SWISS GOVERNMENT. IN ANY CASE, THERE ARE NO RPT NO NATIONAL QUOTAS FOR OECD EMPLOYMENT WHICH WOULD COMPELL HIRING OF FRG AND SWISS NATIONALS AND THERE APPEARS TO BE NO RPT NO SHORTAGE OF QUALIFIED CANDIDATES FOR RECENT SECRETARIAT A GRADE POSITION OPENINGS.

3. WE HAD HOPED THAT PREVIOUS GO-ROUNDS ON 133RD REPORT HAD MADE IT CLEAR TO SECRETARIES GENERAL THAT CCG MEMBER GOVERNMENTS NO LONGER ACCEPT RATIONALE THAT CO SALARIES SHOULD BE BASED PRIMARILY ON EC SALARY/WAGE LEVELS. MOREOVER, WE UNDERSTAND THAT EC COMMISSION PERSONNEL IN GRADES COMPARABLE TO A7/6 WILL RECEIVE NO REAL SALARY INCREASE.

4. RE SALARY ADJUSTMENT FOR B AND C GRADES, THERE ARE VALID ARGUMENTS FOR REVIEWING/VERIFYING STATISTICS AS WELL AS FOR EXPEDITIOUS SETTLEMENT. IT WOULD BE A MISTAKE TO PERMIT USE OF UNREPRESENTATIVE DATA OR IMPROPER METHODOLOGY IN EMPLOYEES SURVEY, SINCE SUCH ABUSES WOULD RESULT IN CIRCUMVENTION OF SALARY ADJUST PRINCIPLES IN 133RD REPORT. MEETING OF INTERESTED HOST-COUNTRY REPS WITH INTER-ORGANIZATIONS SECRETARIAT, AS SUGGESTED BY CCG CHAIRMAN MASSBERG, WILL ASCERTAIN WHETHER VALID DATA AND PROPER PROCEDURES WERE USED. SUCH REVIEW FIRST TIME AROUND UNDER 133RD REPORT PROCEDURES SHOULD HAVE SALUTORY EFFECT ON LIMITED OFFICIAL USE

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FUTURE SALARY REVIEWS. ON OTHER HAND, CO STAFF UNDERSTANDABLY UPSET BY DELAY IN CCG CONSIDERATION OF POCKET-BOOK ISSUES, WHICH DELAY CAN ONLY EXACERBATE RELATIONS WITH STAFF. MORE IMPORTANTLY, DELAY ONLY STRENGTHENS HAND OF THOSE WHO ARGUE THAT CCG OF SUCH LIMITED UTILITY THAT REMUNERATION ISSUES SHOULD BE HANDLED DIRECTLY BY COUNCILS. CONSEQUENTLY, WE HOPE THAT INTERESTED HOST-COUNTRY REPS CAN CONCLUDE MEETING WITH INTER-ORGANIZATION SECRETARIAT IN TIME FOR APRIL 20-21 CCG MEETING TO CONSIDER B AND C GRADE SALARY REVIEW.

5. WE WOULD LIKE SALARY ADJUSTMENT ISSUE SETTLED AS QUICKLY AS POSSIBLE. WE TRUST CCG WILL, AT APRIL 20-21 MEETING, PREPARE REPORT TO COUNCILS RECOMMENDING SALARY ADJUSTMENT BASED ON 133RD REPORT PROCEDURES. IF NECESSARY, CCG SHOULD HOLD SECOND MEETING IN APRIL, AS SUGGESTED PARA (2) REF (C).
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